

**State Sunshine Collective Bargaining Proposals
For Inclusion in the Agreement with the
California Association of Professional Scientists (CAPS)
State Bargaining Unit 10**

General

The employer recognizes that the California Association of Professional Scientists (CAPS) contract expires July 1, 2020 and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

ARTICLE 1 - RECOGNITION

ARTICLE 2 - SALARIES

ARTICLE 3 – LEAVES

ARTICLE 4 – HOLIDAYS

ARTICLE 5 - HEALTH AND WELFARE

ARTICLE 6 – BUSINESS AND TRAVEL EXPENSES – ALLOWANCES AND REIMBURSEMENTS

ARTICLE 7 – HOURS OF WORK AND OVERTIME

ARTICLE 8 - RETIREMENT

ARTICLE 9 – GRIEVANCE AND ARBITRATION PROCEDURE

ARTICLE 10 – CAPS REPRESENTATIONAL RIGHTS

ARTICLE 11 – ORGANIZATIONAL SECURITY

ARTICLE 12 – STATE RIGHTS

ARTICLE 13 – GENERAL PROVISIONS

ARTICLE 14 – HEALTH AND SAFETY

ARTICLE 15 – CAREER DEVELOPMENT

ARTICLE 16 – TRANSFER AND LAYOFF

ARTICLE 17 - CLASSIFICATION 106

ARTICLE 18 - PERMANENT INTERMITTENT APPOINTMENTS

ARTICLE 19 - MISCELLANEOUS

ARTICLE 20 – ENTIRE AGREEMENT AND DURATION

SIDE LETTERS and ATTACHMENTS

New Proposals

The State may make additional specific proposals or counter-proposals in any of the enumerated or new subject areas as issues arise during the course of bargaining.